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Monitor Newsletter January 27, 1992

Bowling Green State University

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BOWLING GREEN STATE UNIVERSITY

JAN. 27, 1992



Nearly 100 people attended the Reddin Symposium Jan. 18, which explored the topic "Canada's Health Care System." The annual symposium is sponsored by the Canadian studies program and the College of Arts and Sciences.

Swope heads active Classified Staff Council

A humanitarian consideration is what first led Roger Swope, public safety, to Classified Staff Council three years ago. "I'm out on campus a lot and I talk to people. I like to help them if I possibly can," Swope said.

"I believe the chair of Classified Staff Council has to be willing to listen to people and serve all classified staff members," he added.

One way to listen to many voices is to have employees serve on council committees, something which makes Swope especially proud. The committee chairs have been doing a good job of keeping things going, he said.

"I've got such a great group of council people. All our committees are very active due to their participation," Swope said, adding that every member serves on a committee, and some on more than one.

Some of that committee work the council has done so far has led to the establishment of a personal day policy and further progress on the feasibility of an Early Retirement Incentive Program and other issues.

Swope said he is happy with progress



Swope

being made on researching interest in an Early Retirement Incentive Plan. Liz Eberle, chair of the committee, recently presented a survey indicating classified

employees are interested in such a plan and will continue work on trying to get an ERIP at BGSU.

Another committee that has accomplished a lot of work is the salary committee.

"I am exceptionally proud of the salary committee because although there were no raises, they continued with their work and have made recommendations," Swope said. Making recommendations is important because the council can keep current on market adjustments and have more information in preparation for future recommendations, he said.

Salary recommendations are not the only concern of CSC.

Swope expressed concern about classified staff having to pay a portion of their health insurance, especially coupled with not getting a raise.

Swope said he is glad to see that employees will be receiving a \$315 one-time, pre-tax reimbursement for health care costs. "I think the classified staff can use that money," he said.

"Naturally, we would like to see a pay

Senate votes down salary recommendations

A much debated substitute motion concerning faculty salary recommendations for 1992-93 was defeated and the original motion was likewise voted down at the Jan. 21 Faculty Senate meeting.

The two-part substitute motion proposed the following:

—That for each continuing full-time assistant professor and instructor whose 1991-92 nine-month salary fell below the median salary of the respective ranks, that 25 percent of the gap between each salary and the median salary of the rank be awarded as an across-the-board increment for the 1992-93 academic year; and

—That if either higher or lower levels of funding become available, comparable percentage increments should be maintained above or below the recommended 5.3 percent increase in the continuing faculty salary pool and the across-the-board increases for assistant professors and instructors mentioned in the first part of the resolution.

Faculty welfare committee chair Dr. Roger Anderson, political science, said the rationale of the substitute resolution was to provide an overall increase to the entire faculty and to give extra monies to the lower ranks to make their salaries more equitable.

The salary recommendations did not account for the college in which the faculty member is employed, years of service or inequality due to gender, etc.

After much debate about the factors not taken into account in the recommendation, Anderson said someone has to take a leadership role and formulate a proposal if this one is not sufficient. Dr. Ann Marie Lancaster, computer science, said the issue of inequity should be more clearly addressed, and though this proposal is not ideal, it is good.

Dr. Elliott Blinn, chemistry, said that because it is unlikely that any funds will be available for salary increases, the motion wasn't really about money, but rather about the message senate wants to send to faculty in the lower ranks.

The substitute motion was defeated in a 30-22 vote with six abstentions. Therefore, the senate had to vote on the original motion, which contained a three-part recommendation:

—A 5.3 percent increase in the continuing faculty salary pool for 1992-93 for all ranks based on the senate policy of allocating 60 percent of an academic unit's salary increment across-the-board and 40 percent of any annual salary

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FACULTY SENATE

From the front

increase to differential performance merit pay.

—A \$1,200 across-the-board increment for each continuing full-time faculty member in the academic ranks of assistant professor, instructor and lecturer.

—If funding higher or lower than the recommended 5.3 percent increase becomes available, comparable percentage increments should be maintained.

The motion was also defeated.

Senate passed a proposed revision to the Academic Charter concerning the definition of faculty and administrative staff. In addition to some editorial changes, a substantive change was made to define how the proportion of administrative and faculty duties will determine classification of the employee. The amendment states that an employee with academic appointment and less than 50 percent of their time devoted to administrative tasks can be classified as a faculty member.

Senate also passed a resolution introduced by Blinn asking the Board of Trustees to state its goals and objectives with regard to faculty salaries and benefits and asking that the board provide the senate with a time frame for meeting its objectives.

Blinn introduced another resolution regarding the payment of bonuses to the football staff, but was referred to Senate Executive Committee to process the motion through proper channels.

During the chair's report, Chiarelott said the Dec. 19 symposium sponsored by the senate met and far exceeded its goals. He said the idea for the symposium evolved from a suggestion by former senator Dr. David Roller, history.

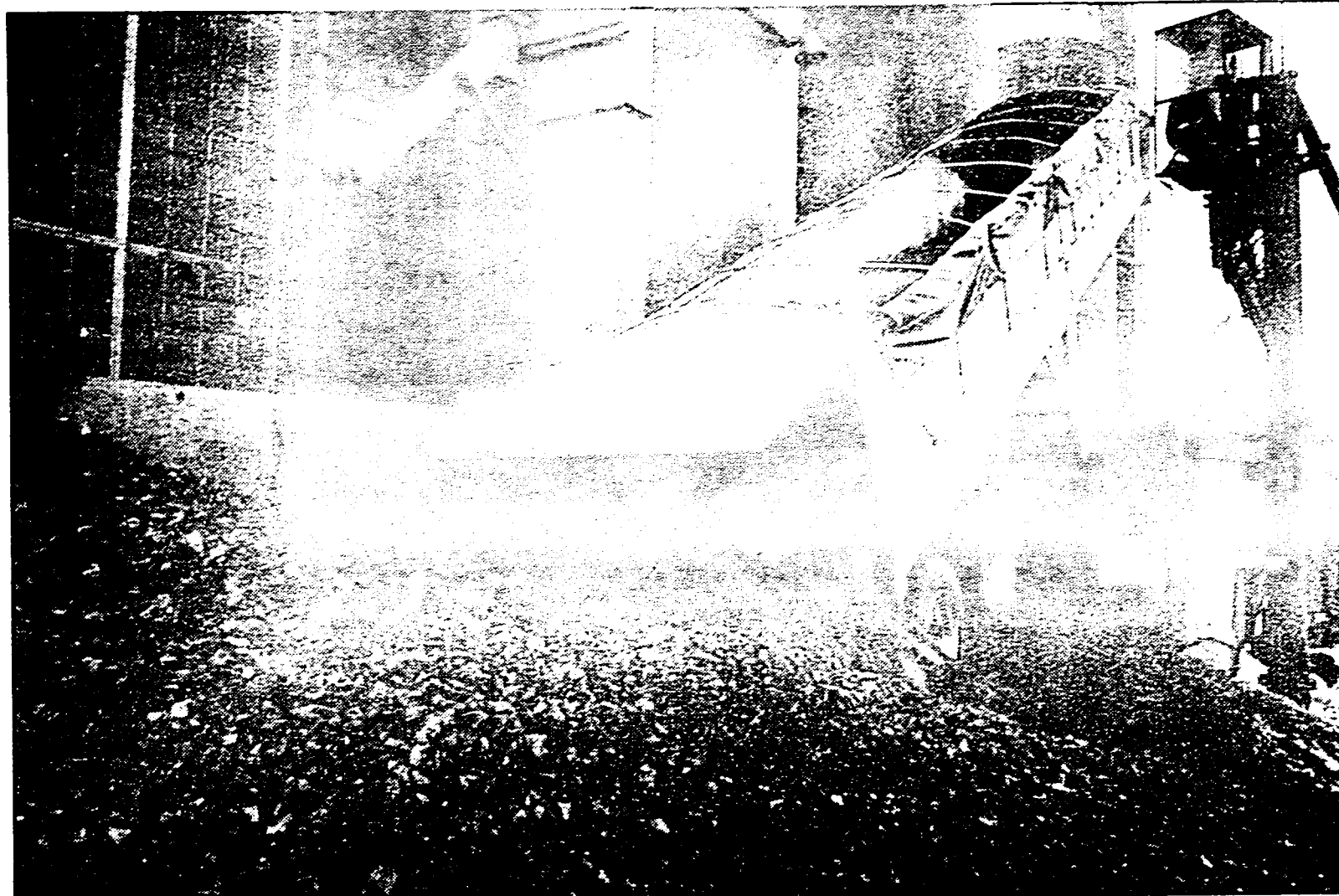
He said he would be in contact this week with other faculty groups at Ohio universities to determine how faculty as a statewide group can be a proactive voice to state senators and representatives.

Chiarelott invited Dr. Michael Marsden, arts and sciences, to give a brief overview of the Reddin Symposium held Jan. 18. Marsden said the symposium covered the Canadian health care system and audience members participated in a heated exchange on health care with panel members.

Acting President Dr. Eloise Clark expressed gratitude to students and all University employees, especially the grounds crews and food operations, for their efforts during the recent heavy snowfall.

Clark also spoke about the impact of the four percent reduction in the 1991-92 instructional subsidy. The required expenditure reduction needed to balance the educational budget is \$726,159. This sum is expected to be recovered with use of a \$126,126 1991-92 educational budget reserve, a \$100,000 decrease in the planned maintenance budget, a \$100,000 decrease in the purchased utility budget and a decrease in personnel and operating budgets totaling \$400,033. The proposed decrease in the personnel and operating budget will be due to attrition and holding vacant positions open.

Clark added that the University will proceed with the one-time pre-tax \$315 payment to help defray health care costs incurred by full-time employees.



Recent snowstorms didn't stand in the way of coal delivery at the University. Each year 2,300 tons of coal are used to heat almost all of the campus buildings.

Employee photo identification project delayed

Council reviews committee reports, discusses CUFS

Guests Dr. Ron Lancaster, Project 90, and Gaylyn Finn, treasurer's office, spoke to Classified Staff Council about the College and University Financial System and the Human Resource System, complimenting the classified staff as a whole for its adjustment to the system.

"My perception is that classified staff have adjusted better than any group on campus," Lancaster said.

He said that CUFS is a modern, tightly controlled system that allows the University to adhere more strictly to auditing standards and enforce policies already in effect, such as computer purchases and departmental purchase order limits. He added that the Dec. 8 implementation of the HRS is a "great success story," and in the Jan. 3 paycheck run only 22 checks were in error, an unexpectedly low rate.

Several things are being done to improve the system, according to Lancaster.

He said complaints about difficulty in reading budget reports are being addressed by efforts to get more detailed reports and he expects that within the next few weeks the problem will be solved.

Training classes will be offered again now that a second training site has been secured in the basement of the Health Center. In addition to more training, a CUFS Helpline has been organized and continues to take more volunteers. Helpline volunteers are employees who are reasonably comfortable with the system and are willing to assist others in solving problems.

Council member Kay Williamson,

bursar's office, said the use of technical jargon in explanation of the system is sometimes confusing, but George Knauss, purchasing, is very good at giving simple, clear explanations. Finn said Knauss is currently assigned to help employees one-on-one to better understand the system.

Lancaster said among the 85 CUFS universities, BGSU's was one of the smoothest transitions.

During regular business, council heard reports from various committees.

Nancy White Lee, library and learning resources, said the scholarship committee has designed new pledge cards. Council approved funds to print them.

The elections committee has appointed Janet Wilhelm, philosophy documentation center, and Jake Trevino, physical plant, to replace two council members who resigned.

Salary committee chair Bob Kreienkamp, WBGU-TV, said the committee has met to discuss salary requests for 1992-93 and will have materials to vote on at the next meeting.

Ken Stamen, physical plant, reported that the employee photo identification committee met and discussed problems that may occur if social security numbers are used for identification. A nine-digit personal identifier number generated by the Human Resource System will be used, but the project will be delayed 15 months until the system has the ability to produce such numbers.

After some discussion about the parking problems and confusion that resulted from the snowstorm Jan. 14,

council decided to examine the inclement weather policy.

Early retirement buy-out committee chair Liz Eberle, physical plant, presented results of a survey designed to determine the number of classified staff members who would be interested in early retirement under the Public Employees Retirement System plan for a five-year buy-out. Of 355 employees surveyed, 303 were interested in the plan. The 52 who were not interested were mostly people who have been employed a short time, Eberle said.

Council discussed other Ohio universities' experiences with early buy-outs and whether buy-outs should be offered to all classifications of BGSU employees.

During his report, chair Roger Swope said he attended the December Board of Trustees meeting and sat in on the personnel/facilities committee. The committee stated that in 1992 Hayes Hall and the fine arts complex will be completed and the Bowling Green University Field House is expected to be operational in January 1993. Swope said that all these buildings becoming operational in the face of a hiring freeze concerns him because maintenance and custodial employees will be needed to maintain them.

Swope also:

—Thanked council members responsible for planning the Christmas dinner and afternoon retreat session in December.

—Attended the Administrative Staff

Continued on the back

Center serves as clearinghouse for northern Ohio

Geriatric programs, training available to local professionals

As the numbers of elderly people grow so has the need for better informed health care professionals. And that's why the Geriatric Education Center at the University was created three years ago.

"Providing improved health treatment and care for the elderly is the focus of geriatrics. It's a fast-growing industry and the center's role is to make training opportunities and programs available to professionals," according to Cheryl Carothers, regional coordinator of the center.

The center is one of 35 federally funded Geriatric Education Centers in the United States and is a cooperative effort of BGSU, Case Western Reserve University and the Northeastern Ohio

Universities College of Medicine.

One of the center's activities is acting as a clearinghouse for information on upcoming events that will be of interest to geriatric professionals. A calendar lists the events and is circulated in the area. Carothers said that in November there were more than 40 events in northwest Ohio. "By consolidating everything that is happening, the calendar and other center activities heighten awareness of the many things that are going on in elder care," she added.

She also thinks the center will get professionals talking to each other more and make their programs more efficient by avoiding duplication of efforts.

The center also conducts its own

conferences and seminars intended to train and inform health care professionals as well as the public about the special needs of the elderly. The topics are similar to those that affect younger adults but take on a different perspective in an older person's life, Carothers said. There have been programs on alcohol and drug dependency, minority health, elder abuse, cardiac problems, hospitalization and nutrition.

On Feb. 6, the center along with the gerontology program and the College of Health and Human Services, will be sponsoring a conference on "1992 Medicaid and Medicare Reimbursement Update" at the Holiday Inn French Quarter in Perrysburg.

—by Jennifer Patek

Forefront Series to present soprano Dora Ohrenstein

Soprano Dora Ohrenstein will present "Urban Diva" on Feb. 2 as part of the Music at the Forefront Series.

The performance will begin at 8 p.m. in Bryan Recital Hall of the Moore Musical Arts Center.

Ohrenstein, longtime soloist with the Philip Glass ensemble, performs contemporary music in a variety of recital and chamber music settings. In recent seasons, she has been presented by

New York City's Composers' Forum, Toronto's The Music Gallery and Lincoln Center's Serious Fun! Festival.

She also has sung with the Kronos Quartet, Relache and Quintet of the Americas as well as collaborated with many composers. She can be heard on several CBS Masterworks recordings of music by Philip Glass as well as Private Music, Nonesuch, Dossier and Opus One.

This coming year Albany Records will issue her four-compact disc release of the complete songs of American composer Charles Ives.

"Urban Diva," developed and produced by Ohrenstein, is a fully staged musical theatre work that blends elements of opera, cabaret, chamber music and performance art. Seven composers were commissioned to write works based on text by poets Sylvia Plath and Diane DiPrima, theatrical writers Jessica Hagedorn and John O'Keefe and frontier figure Calamity Jane.

Since its premiere in New York in 1990, "Urban Diva" has been performed at the Walker Arts Center, the Honolulu Academy of the Arts, Cabrillo Festival in Santa Cruz and the Spoleto Festival USA.

The concert version of "Urban Diva" to be presented at Bowling Green features five works, including music by John Cage, Anthony Davis and Ben Johnston. Assisting Ohrenstein will be keyboardist Phillip Bush, violinist and violist Mary Rowell and percussionist Bill Ruyle.

The concert, sponsored by the University's MidAmerican Center for Contemporary Music with support from Ronald and Carolyn McMaster, is free and open to the public.

during his 30 years in the U.S. Congress and six years in the Ohio Senate.

Those areas include DeLancey, Erie, Fulton, Hancock, Henry, Ottawa, Paulding, Putnam, Sandusky, Seneca, Van Wert, Williams and Wood counties. Also eligible are students who live in Lyme, Norwich, Sherman and Richmond townships and the city of Bellevue in Huron County and in Harding, Jerusalem, Mondocva, Oregon, Providence, Springfield and Swanton townships in Lucas County.

More information and applications can be obtained by contacting the Office of University Relations or by calling 2-2708.

Latta scholarship applications available

Applications now are available for students to apply for a Delbert L. Latta Endowed Scholarship.

The endowment, which was founded by friends and family members in honor of the retired U.S. congressman, funds five \$1,000 scholarships. They are awarded to incoming freshmen and continuing students on the basis of scholarly achievement, extracurricular activities and character.

The deadline to apply is Feb. 28. Scholarship winners will be announced in April.

Applicants must reside in the north-west Ohio areas that Latta represented

SWOPE

From the front

raise, but it's up to the state. If we can't get a pay raise, we would like to see some benefits or perks given by the University," Swope said. He added that council's main goal is to make sure that jobs are secured.

"I sincerely hope for a raise if possible because our people need one," Swope said.

At the University level, Swope said the CSC has recognized the value and strength of working with the other employee constituent groups. "We can't wait until there's a problem before we start working together," Swope said.

"I talk to Josh Kaplan and Leigh Chiarelott a lot. They are very willing to give advice or help out in any way," Swope said.

"I think if you work together you get more accomplished than if you work individually," he said.

One project CSC is collaborating on with ASC and Faculty Senate is the Section 125 plan. "I think the plan is a good idea," Swope said. If a family has foreseeable expenses, they can put money into the plan, he said. "Anything we can do to help them right now financially, we should."

Child care is another issue CSC is investigating in conjunction with Faculty Senate and Administrative Staff Council.

There is a great need to develop plans for child care because we have a lot of people that would benefit from it in our area, Swope said.

Chiarelott invited CSC to join Faculty Senate in investigation of child care options, and has been very open and gives CSC information on the issue, Swope said.

During the remainder of his term, Swope anticipates the council will work

on further contacts with the statewide classified staff organization at a meeting this summer at Wright State University. Communication with the statewide organization will be very beneficial to the classified staff because CSC will be able to learn how other universities operate, Swope said.

Also, CSC will be able to learn what type of benefits other universities have and where BGSU compares, Swope said.

"Each time you talk to someone you get different ideas," he said. "At the statewide conference held in Bowling Green last summer we found we were on par with other universities."

Swope said he has gained a lot of knowledge during his term as CSC chair.

"I never actually knew how the University operated internally until I attended some of these meetings. It was a real eye-opener," Swope said.

Multicultural alumni speaker series to begin

An idea to have multicultural alumni to meet and share their experiences with the campus community has blossomed into a program that will bring several speakers to campus.

The Multicultural Alumni Speaker Series will begin at 7 p.m. Jan. 29 in the Alumni Room, University Union, with University trustee Judge C. Ellen Connolly.

Monica Smith-Scott, multicultural affairs, said the series will feature a monthly speaker for the remainder of the year.

The schedule includes Ken McClenic on Feb. 18 in the Capital Room, University Union; trustee G.O. Herbert Moorehead on March 18 in the Alumni Room, University Union; and Milton Wilkes on April 15 in the Alumni Room. All speakers will begin at 7 p.m.

Smith-Scott said the series is expected to continue next fall and will be held the first Tuesday of each month. All sessions will be in the Alumni Room, University Union.

Smith-Scott said "the program is designed to show multicultural students there is a light at the end of the tunnel—that other people have come through the University at times that were not as multiculturally reinforcing, yet they have productive, successful lives."

Vinette House, alumni affairs, has also contributed to the project. Through the Black Alumni Newsletter and letters to alumni, House introduced the series and asked for volunteer speakers. A list of alumni willing to come to campus and speak was compiled.

"They're coming back to talk realistically about their experiences here—good and bad—so students can get the full benefit of their experience," Smith-Scott said.

She also said University employees will benefit from the program in addition to students.

"I think all employees will benefit because the best way to learn if we are doing a good job is to hear someone speak about their experiences here," she said, adding that employee attendance will send the message that they are interested and care about the students.

The primary goals of the series are to communicate career opportunities, professional networking, personal development and self-motivation.

DATEBOOK

Monday, Jan. 27

International Film Series. "The West is Shining," 8 p.m., Gish Film Theater. This film is in German with English subtitles. Free.

Tuesday, Jan. 28

Student Composers Forum, presented by the College of Musical Arts, 8 p.m., Moore Musical Arts Center. Free.

Filmmaker John Waters, producer of "Hairspray" and "Polyester," will be speaking at 8 p.m. in the Lenhart Grand Ballroom, University Union. \$2 admission.

Wednesday, Jan. 29

Women's Studies Program Meeting. "Coping with Stress and Over-Commitment in Academe," 4-5:15 p.m., Faculty Lounge, University Union.

Employee Health and Safety Seminar. "Office Worker Safety (Module 3)," 5:30-7:30 p.m., 1 College Park Office Building. Free.

BGSU Faculty Artist Series. artist-in-residence Jerome Rose in concert at 8 p.m. in Kobacker Hall, Moore Musical Arts Center. Free.

Thursday, Jan. 30

Bowling Green Brass Quintet, including Edwin Betts and George Novak, trumpets; Herbert Spencer, horn; Paul Hunt, trombone; and Ivan Hammond, tuba, will be featured on WGTE's "Live at FM-91" at 2 p.m.

Firelands College-BGSU Musical Arts Series. Sax 4th Avenue, a saxophone quartet, will perform at 7:30 p.m. in McBride Auditorium, Firelands College. Free.

UAO Lenhart Classic Film Series. "Evelyn Prentice," 7:30 p.m., and "Love Crazy," 9 p.m., Gish Film Theater. Free.

Friday, Jan. 31

UAO Weekend Movie. "Dead Again," 8 and 10 p.m. and midnight. Admission \$1.50.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies

Posting expiration date is noon, Jan. 31.

1-31-1	Food Service Worker Pay Range 1 University Union Part-time
1-31-2	Secretary 1 Pay Range 26 College of Education and Allied Professions (program advisement and teacher certification office)

FACULTY/STAFF POSITIONS

The following administrative staff positions are available:

Academic Enhancement/Writing Laboratory: assistant director. Contact Sam Ramirez (Search V-057), 2-2228. Deadline: Feb. 15.

Firelands: director of college relations. Contact Office of the Dean, Firelands College-BGSU, 901 Rye Beach Road, Huron, OH 44839. Deadline: April 1.

Hockey vs. Ohio State, 7:30 p.m., Ice Arena.

Saturday, Feb. 1

Women's Basketball vs. Miami, 5:15 p.m., Anderson Arena.

Men's Basketball vs. Miami, 7:30 p.m., Anderson Arena.

UAO Weekend Movie. "Dead Again," 8 and 10 p.m. and midnight. Admission \$1.50.

Sunday, Feb. 2

BGSU Forefront Series, features Dora Ohrenstein at 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Recreation center's 'First Step' to help employees begin an exercise program

The Student Recreation Center is offering an opportunity for University employees to take the "First Step" toward beginning an exercise program.

An informational meeting at 5 p.m. Jan. 28 in the center conference room will be held for faculty, classified and administrative staff. After joining the center, program participants schedule appointments for a fitness assessment (FITWELL test), interpretation of results and receive recommendations for an exercise program including recreation center activities.

The membership fee is \$64 and the

CSC

From the front

Council meeting and distributed information on reaccreditation he obtained from guest speaker Dr. Denise Trauth, Graduate College.

—Attended the photo identification meeting with Stamen.

—Was advised that the Classified Staff Council charter has been accepted as submitted to the Faculty Senate and will be presented to the Board of Trustees.

—Met with John Moore, personnel, to discuss the grievance procedure and the personal days policy. Both are to be submitted to the administrative council for approval.

Swope presented information from ASC member Joan Morgan, academic enhancement, regarding B.G. EFFECT (Bowling Green Entering First-time Falcon Extra Contact Team). Morgan invited interested classified staff members to join the program. B.G. EFFECT is designed to help entering freshmen succeed at BGSU by giving them a mentor to answer questions and to direct them to appropriate offices.

The next council meeting will be Feb. 18 and Moore will be the guest speaker.

Seminar scheduled to inform employees about health care benefits utilization

The benefits office has scheduled an informal seminar to help employees better understand University health care benefits and how they can most effectively be used.

Topics scheduled for discussion include understanding employee benefits, claims procedures, benefit payment procedures and how to be an informed consumer of health care services and supplies.

Jim Morris, benefits, said employees often have questions regarding health care benefits and the seminar is designed to lessen confusion.

"Employees in general find the weakest area of their benefits package is communication," he said.

The seminar will be offered 10 times during Feb. 4-6 for employees' convenience. On Feb. 4 seminars will be held from 9-10 a.m., 11 a.m.-noon and 2-3 p.m. in the Campus Room, University Union. The seminar will be repeated Feb. 5 from 9-10 a.m. and 11 a.m.-noon at College Park Office Building Training/Conference Center and from 2-3 p.m. in the Founders east dining room. Feb. 6 two sessions will be offered from 9-10 a.m. and 11 a.m.-noon in the Ohio Suite, University Union. That day sessions will also be offered from 2-3 p.m. in Berries Restaurant, Harshman Quadrangle, and from 7-8 p.m. in the College Park Office Building Training/Conference Center. No registration is necessary.

Trevino takes job at Firelands campus

Jose L. Trevino has joined the staff of Firelands College as the director of admissions and marketing.

Prior to accepting this position, Trevino served as an assistant director of admissions at the main campus, specializing in the recruitment of Hispanic students. He has also been an academic adviser in the University's Office of Multicultural Affairs.

His new responsibilities at Firelands will include developing strategies and recruitment programs. He will also design recruiting publications and will be in charge of media advertising.

He holds a master's degree in college student personnel from BGSU.

A member of the Ohio National Guard, Trevino holds the rank of first lieutenant. He is also a member of the Ohio Association of College Admissions Counselors and Educators in College Helping Hispanics Onward.

University hires new administrative staff

The following persons have been hired at the University to fill administrative staff positions:

Joan Kaderanek, part-time clinical supervisor, communication disorders; **Robin Garland**, director of clinical education in A.A.S. degree, respiratory care program; **Jerome Ameling**, systems analyst, computer services; **Amanda Downey**, program coordinator, Upward Bound, college access programs; **Jean Wolf**, part-time telefund coordinator, development office; **Armando Bejarano**, counselor/recruiter, education talent search, college access programs.

FOR SALE

The clinical lab, 2-7392, has the following equipment for sale:

-13 IBM machines with 5 1/4 inch double disk drives, 320K and a color monitor, \$250 each.

-two IBM machines with 5 1/4 inch double disk drives, 256K and a monochrome monitor, \$150 each.

BGSU Quiz Bowl team takes a victory

Three faculty coached the BGSU Quiz Bowl team to victory at the College Quiz Bowl competition at the American Statistical Association winter meeting Jan. 3 in Louisville, Ky.

Dr. Vijay Rohatgi, mathematics and statistics, and Dr. Kathryn Prewitt and Dr. Ralph St. John, applied statistics and operations research, coached team members Pritha Bhadra, Phyllis Curtiss, Bill Huepenbecker, Charles Kuhn and Gary Rensi, all students in mathematics and statistics or statistics and operations research.

Each student received an autographed book.

In competition the BGSU team defeated Iowa/Iowa State (combined team) and Virginia Polytechnical Institute and State University.

Graphics topic of next roundtable

The Microcomputer Users' Roundtable will meet from 1:30-2:30 p.m. Jan. 28 in 211 West Hall. Nancy Nelson, UniGraphics, will present "Graphics Packages: Creativity Using Scanners, Plotters, etc." For further information call Dr. Duane Whitmire, computer services, 2-2927.

Monitor notes information deadline

Monitor will accept items for publication that are of interest to the employees of the University. Deadline is 5 p.m. Monday, one week before publication.